

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) PLAN

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) HIGHLIGHTS

- “Employee only” or “employee and family” coverage.
- Employee benefit amount for accidental death is \$100,000.
- Dependent benefit amounts are based on family composition at time of loss.
- Accidental dismemberment benefit amounts are based on the type of dismemberment.
- Payroll deductions for coverage are not taxed by the federal government as income.

Note: To select AD&D coverage, you must also enroll for at least \$10,000 of Life Insurance.

INTRODUCTION

The Accidental Death and Dismemberment (AD&D) plan will pay benefits for death or serious injury resulting from a covered accident. ***To enroll in the AD&D plan, you must be enrolled for at least \$10,000 of Life Insurance benefits.***

WHO MAY BE COVERED

This plan is available for yourself only or yourself and your family. If you elect to cover your family, your eligible dependents include:

- Your spouse. You may be legally separated but not divorced.
- Your children from 14 days old up to 23 years of age ***only*** if they are:
 - your natural children, stepchildren, foster children placed through a State foster child program, legally adopted children, children in your physical custody and for whom bona fide adoption proceedings are underway, or children for whom you are the legal, court-appointed guardian;

- unmarried and chiefly dependent upon you for support; and
- living with you in a normal parent-child relationship;
- This provision is waived for natural/adopted children of the employee who are living with a divorced spouse, assuming all other criteria is met.
- Only stepchildren living with the employee more than 50% of the time are covered under this plan.

Children incapable of employment because of a mental or physical incapacity are covered even if they are past the maximum age. However, the incapacity must have existed before age 19 and the children must continue to rely chiefly on you for support. You must furnish the carrier with evidence of the incapacities, proof that they existed before age 19 and proof of financial dependency. Children are covered as long as the incapacity exists and they meet the definition of children, except for age. Periodic proof of the continued incapacity may be required.

If the AD&D plan covers more than one family member, each eligible family member may be covered both as an employee and as a dependent, or as the dependent of more than one employee.

AMOUNT OF COVERAGE

The full benefit amount for employees who enroll in this plan is \$100,000. If you enroll your family, the benefits payable for a loss incurred by a family member will be based on the composition of your family at the time of the loss. This is shown in the following table:

| Family Composition at Time of Loss | Full Benefit Amount |
|---|--------------------------------|
| Employee, Spouse and Dependent Children | |
| • Employee | \$100,000 |
| • Spouse | 40,000 |
| • Each Child | 5,000 |
| Employee and Spouse | |
| • Employee | \$100,000 |
| • Spouse | 50,000 |
| Employee and Dependent Children | |
| • Employee | \$100,000 |
| • Each Child | 10,000 |

The plan will pay benefits if a covered individual dies or suffers a covered loss within 365 days after, and as the result of, an accidental injury, independent of all other causes. Benefits will be paid as follows:

| For the loss of... | The plan will pay... |
|---|-----------------------------|
| Life | Full benefit amount |
| Both eyes, feet or hands or any combination thereof | Full benefit amount |
| One eye, one foot or one hand | 1/2 of full benefit amount |
| Thumb and index finger of same hand | 1/4 of full benefit amount |

YOUR BENEFICIARY

If you die while covered, this plan will pay benefits to the surviving beneficiary or beneficiaries named on your Beneficiary Designation form. If you name more than one beneficiary, you must designate the percentage to be paid to each person. You may also name a contingent beneficiary in case your primary beneficiary dies before receiving benefits. To change your beneficiary at any time, submit a revised form to the division. The change will become effective on the date the division receives your form.

If you are dismembered or a covered family member dies or is dismembered, benefits will be paid to you.

Your AD&D insurance cannot be assigned; it is not subject to the claims of creditors.

EXCLUSIONS

The AD&D plan will not pay benefits for a loss resulting from any of the following:

- Suicide or suicide attempt by the covered person while sane or insane.
- Disease or bacterial infections, except pyogenic infections which occur through an accidental cut or wound.
- Injury sustained while serving as a pilot or crew member of any aircraft, **except** when traveling on State business.
- Declared or undeclared war or any act thereof.
- Service in the military, naval or air service of any country.